D/Pers
82-7928

20 AUG 1982

MEMORANDUM FOR: Acting Director of Central Intelligence

FROM: James N. Glerum
                              Director of Personnel

SUBJECT: SIS Probation Period

1. **Action Requested:** That you approve the recommendation contained in paragraph 3.

2. **Background:** The original SIS plan includes language that requires officers appointed or promoted into the SIS to serve a one-year probationary period. At the end of that period, the Heads of the Career Service certify in writing to the Director of Personnel satisfactory or unsatisfactory completion of the trial period. Performance appraisal rating of three or below during the trial period requires administrative action and decision including possible reduction in pay or separation if warranted.

3. **Staff Position:** Our experience has shown that the certification duplicates other safeguard mechanisms such as the PAR evaluation, Career Board rankings, competitive evaluation descriptors, and established downgrade or separation procedures. All members of the SIS, regardless of tenure, serve at the pleasure of the DCI and as such are on a continuing probationary period throughout their SIS career. Therefore, certification that the officer has completed an arbitrary one-year trial period creates unnecessary paperwork and serves no useful purpose. It should also be pointed out that new SIS level hires are required to complete the three-year Agency probationary period.

4. **Recommendation:** That you approve the discontinuance of the one-year SIS trial period.

/s/ James N. Glerum
James N. Glerum

CONCUR:

STAT

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Executive Director

2 4 AUG 1982
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Date

APPROVED:

/S/ John N. McMahon

2 4 AUG 1982

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Acting Director of Central Intelligence

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Date

DCI
EXEC
REG

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